

APPROVED

MINUTES OF THE SAN MATEO COUNTY BOARD OF EDUCATION

Meeting Date: July 18, 2018

Meeting Location: California Suite
101 Twin Dolphin Drive
Redwood City, California

Board Members Present: Susan Alvaro, Hector Camacho, Jr.,
Jim Cannon, Rod Hsiao,
Ted Lempert, Joe Ross

Board Member Absent: Beverly Gerard

Staff Officials Present: Anne E. Campbell, Secretary
Lead Deputy County Counsel Claire
Cunningham
Marcia Serpa-Garcia, Executive Assistant
Natasha Dinis, Administrative Assistant

Other Staff Present: Cheryl Agrawal, Mefula Fairley,
Franklin Felizardo, Patricia Love,
Lori Musso, Denise Porterfield,
Gary Waddell

1. OPENING ITEMS

A. Call to Order

Board President Susan Alvaro called the meeting to order at 7:01 p.m.

B. Approval of Agenda

Superintendent Campbell requested item 4.G. be removed from the Consent Agenda and placed under Office of the Superintendent as Agenda Item 5.E.

After a motion by Mr. Hsiao and a second by Mr. Lempert, the Board approved, by a vote of six in favor (Alvaro, Camacho, Cannon, Hsiao, Lempert and Ross), none opposed and one absent (Gerard) the July 18, 2018, agenda as amended.

2. PERSONS WISHING TO ADDRESS THE BOARD, DELEGATIONS AND PETITIONS

There were no persons wishing to address the Board.

3. APPROVAL OF MINUTES

A. June 20, 2018, Regular Board Meeting

After a motion by Mr. Lempert and a second by Mr. Ross, the Board approved, by a vote of six in favor (Alvaro, Camacho, Cannon, Hsiao, Lempert, and Ross), none opposed and one absent (Gerard) the Minutes of the June 20, 2018, Regular Meeting as presented.

4. CONSENT AGENDA

B. Staffing Report

C. Adopt Board Resolution No. 18-37 Implementing Board Policy 9250 to Compensate Board Member Beverly Gerard for her Absences Due to Illness on July 18, 2018

D. Adopt Joint Resolution No. 18-38 Honoring David Eldon on His Retirement

E. Adopt Joint Resolution No. 18-39 Honoring Nelda Navarro on Her Retirement

F. Adopt Joint Resolution No. 18-40 Honoring Kevin Wooldridge on His Retirement

G. Authorization of Duties and Responsibilities for One (1) New Classified Position (this item removed and placed as 5.E.)

H. Receive Quarterly Report on Complaints, as Required by the Williams Settlement

After a motion by Mr. Hsiao and a second by Mr. Hsiao, the Board approved, by a vote of six in favor (Alvaro, Camacho, Cannon, Hsiao, Lempert, and Ross), none opposed and one absent (Gerard) the Consent Agenda.

Board President Alvaro announced Board Member Gerard was absent due to having surgery earlier in the day and wished her well on behalf of the Board.

5. OFFICE OF THE SUPERINTENDENT

A. Receive Report on Teacher and Administrator Development Credential Programs and Projects

Superintendent Campbell said she was pleased to introduce a report on the Teacher and Administrator Developmental Programs. She said these programs continue to grow, thanks to the leadership of Associate Superintendent of Human Resources Lori Musso and Director of Administrator and Beginning Teacher Services (ABTS) Cheryl Agrawal and their staff. Ms. Campbell commented she couldn't be more pleased with the work being accomplished and invited Ms. Musso and Ms. Agrawal to come forward for their presentation.

Associate Superintendent Musso said she was pleased to bring an update on the Teacher and Administrator Development Programs, noting Goal Two of the Strategic Plan is to advance the profession and value of educators through recruitment, retention, workforce diversity, leadership development, communication, and career-long professional learning. Ms. Musso reported about the teacher and administrator shortage and the focus on recruitment, as well as

OFFICE OF THE SUPERINTENDENT (continued)

retention and development of the current teacher and administrator workforce.

Associate Superintendent Musso reported research shows in order to retain teachers and administrators they must feel a connection with the work and their teaching community. She said teachers also want to know they are making a difference. These key components are what drives the staff to create programs to support the teachers and administrators in what staff hopes will be a long career of improving the lives of all children, especially children of color, English Learners, children living in poverty and students with special needs. Ms. Musso called this the “why” of what they do.

Then she talked about “who” is doing the work. She shared family pictures of Ms. Agrawal’s and Ms. Musso’s families commenting a family feel is the way they think about the programs for the teachers and administrators being served. She said it is important for new teachers and administrators to feel connected and work to benefit the family of teachers and administrators. Ms. Musso described Ms. Agrawal as the epitome of a strong leader. She said Ms. Agrawal is equity focused, an active learner, a strong communicator and passionate about this work. Ms. Agrawal ensured the programs ran smoothly and thrived during Ms. Musso’s transition to Associate Superintendent of Human Resources. Ms. Musso recognized Ms. Agrawal for her herculean efforts during the past year.

Associate Superintendent Musso recognized the members of the Administrator and Beginning Teacher Services (ABTS) team:

- Stacey Tisor, Coordinator, Teacher Induction
- Griffith Montgomery, Coordinator, Teacher Induction – Education Specialists
- Elizabeth Veal, Coordinator, Teacher Induction and Leadership
- Brian Allen, Coordinator, Leadership and Administrator Services
- Heidi Joyner, Ed.D., Coordinator, Leadership and Administrator Services

Associate Superintendent Musso said the whole team combined has four years of paraeducator experience, 74 years of teaching experience, and 83 years of administrator experience.

Associate Superintendent Musso explained the San Mateo County Office of Education (SMCOE) operates six different programs:

- Classified Teacher Grant – 50 Credential Candidates (this December the first class will graduate)
- Teacher Induction, formerly Beginning Teacher Support and Assessment (BTSA) (New Teachers) General Education and Education Specialists – 315 Teachers this year (since 2002, nearly 3,000 teachers have been served)
- Teacher Induction (Mentor/Support Provider) – 125 Support Providers (annually) comprised of part-time mentor teachers who still serve in the classroom and retired teachers
- Teacher Leader Series – 25 teacher leaders

OFFICE OF THE SUPERINTENDENT (continued)

- Administrative Services Credentials: Preliminary (PASC) – 93 leaders since February 2016 now in the third cohort
- Administrative Services Credentials: Clear (ACT II) – 147 site and district administrators since 2012 – SMCOE has also graduated 70 administrators from Santa Cruz County through a satellite program

Ms. Agrawal explained there are many different positions within a school, such as a paraprofessional aide who may be earning a credential or a new teacher going through induction with a mentor teacher close by. There can be another individual who recently joined the site council, a leadership team interested in the various aspects of the organization, someone who is attending sessions to earn their credential as an administrator, and a first-year principal working with a past principal mentor. Ms. Agrawal said all of this describes the participants from throughout San Mateo County in any given school year. She said SMCOE's programs all support, complement, and amplify one another even though each might have a different focus.

Ms. Agrawal commented equity exists when every learner receives the developmentally appropriate social, emotional, and academic supports to thrive in life, college, and career. She said SMCOE's role is to strategically support educators to identify, assess, and develop their beliefs and practices for how they impact student learning. This common theme inspires their team in coming together and broadening the toolkits of educators to achieve excellence and equity in education.

Ms. Agrawal showed a brief video of a Teacher and Administrator Development Class so the Board could step into the learning experience. Ms. Agrawal invited the Board Members to attend any of the learning sessions if they are able.

Ms. Agrawal reported 56 leaders have earned their credentials through the Teacher and Administrator Development Program in the first two years and 37 leaders are in the current program, which is scheduled to finish in February 2019. The program has impacted:

- Every public school district in San Mateo County, including SMCOE
- Local charters – Design Tech, Connect Community and Edison Charter in San Francisco
- Neighboring Districts – San Francisco Unified School District, Palo Alto Unified School District, Newark Unified School District, and Mountain View School District
- Local Catholic schools

Ms. Agrawal commented at the end of this school year participants of the Administrator Program were asked to answer the question, "Would you like to be a part of an ongoing optional networking and learning group we will be convening for teacher leaders and administrators who have gone through the Teacher and Administrator Programs?" She said 92 participants indicated interest in continuing working with SMCOE for their leadership growth. She said the reach of SMCOE's Administrator Credential Programs is impactful.

OFFICE OF THE SUPERINTENDENT (continued)

Associate Superintendent Musso said future plans include:

- Intern Credential Program – especially for Special Education programs
- Teacher Residency – Provide a stronger way to strengthen teachers' initial credentials so they are prepared when they get into the initial classroom and are ready for the induction program
- Preliminary Teacher Credential Program

Associate Superintendent Musso thanked the Board for its support of the work to develop and retain excellent educators in San Mateo County.

Associate Superintendent Musso and Ms. Agrawal then answered questions from the Board.

B. Receive Initial Proposal from the California School Employees Association (CSEA) Chapter 789, to the San Mateo County Superintendent of Schools for 2018-2019

The Board Received the Initial Proposal from the California School Employees Association (CSEA) Chapter 789, to the San Mateo County Superintendent of Schools for 2018-2019.

C. Receive Initial Proposal from the San Mateo County Superintendent of Schools to the California School Employees Association (CSEA), Chapter 789, for 2018-2019 Successor Bargaining Agreement

The Board received the Initial Proposal from the San Mateo County Superintendent of Schools to the California School Employees Association (CSEA), Chapter 789, for 2018-2019 Successor Bargaining Agreement.

D. Superintendent's Comments

Superintendent Campbell suggested deferring her comments until after the conclusion of the Interdistrict Attendance Appeals.

E. Authorization of Duties and Responsibilities for One (1) New Classified Position (this item removed from Consent Agenda and placed as 5.E.)

After a motion by Mr. Hsiao and a second by Mr. Ross, the Board approved, by a vote of six in favor (Alvaro, Camacho, Cannon, Hsiao, Lempert, and Ross), none opposed and one absent (Gerard) Authorization of Duties and Responsibilities for One (1) New Classified Position.

6. CLOSED SESSION

- A. Hear Interdistrict Attendance Appeal (ITA-18-6) Filed on Behalf of a Student Currently Residing in the Hayward Unified School District, County of Alameda, but Requesting to Attend School in the San Mateo Union High School District, County of San Mateo

At 7:45 p.m., Board President Alvaro announced the meeting would move into closed session to hear Interdistrict Attendance Appeal ITA-18-6 filed on behalf of a student currently residing in the Hayward Unified School District, County of Alameda, but requesting to attend school in the San Mateo Union High School District, County of San Mateo.

7. OPEN SESSION: REPORT ON CLOSED SESSION

- A. Report on Action Taken in Closed Session on Interdistrict Attendance Appeal (ITA-18-6)

The Board reconvened in open session at 8:30 p.m. Ms. Alvaro announced the following action was taken in closed session.

After a motion by Mr. Lempert and a second by Mr. Cannon, Interdistrict Attendance Appeal: ITA-18-6 was denied by a vote of six in favor (Alvaro, Camacho, Cannon, Hsiao, Lempert, and Ross), none opposed and one absent (Gerard), due to a lack of sufficiently compelling evidence.

8. CLOSED SESSION

- A. Hear Interdistrict Attendance Appeal (ITA-18-7) Filed on Behalf of a Student Currently Residing in the South San Francisco Unified School District, but Requesting to Attend School in the San Mateo Union High School District

At 8:31 p.m., Board President Alvaro announced the meeting would move into closed session to hear Interdistrict Attendance Appeal ITA-18-7 filed on behalf of a student currently residing in the South San Francisco Unified School District, but requesting to attend school in the San Mateo Union High School District.

9. OPEN SESSION: REPORT ON CLOSED SESSION

- A. Report on Action Taken in Closed Session on Interdistrict Attendance Appeal (ITA-18-7)

The Board reconvened in open session at 8:54 p.m. Ms. Alvaro announced the following action was taken in closed session.

After a motion by Mr. Hsiao and a second by Mr. Camacho, Interdistrict Attendance Appeal: ITA-18-7 was denied by a vote of six in favor (Alvaro, Camacho, Cannon, Hsiao, Lempert, and Ross), none opposed and one absent (Gerard), due to a lack of sufficiently compelling evidence.

10. CLOSED SESSION

- A. Hear Interdistrict Attendance Appeal (ITA-18-8) Filed on Behalf of a Student Currently Residing in the South San Francisco Unified School District, but Requesting to Attend School in the San Mateo Union High School District

At 8:55 p.m., Board President Alvaro announced the meeting would move into closed session to hear Interdistrict Attendance Appeal ITA-18-8 filed on behalf of a student currently residing in the South San Francisco Unified School District, but requesting to attend school in the San Mateo Union High School District.

11. OPEN SESSION: REPORT ON CLOSED SESSION

- A. Report on Action Taken in Closed Session on Interdistrict Attendance Appeal (ITA-18-8)

The Board reconvened in open session at 9:30 p.m. Ms. Alvaro announced the following action was taken in closed session.

After a motion by Mr. Hsiao and a second by Mr. Cannon, Interdistrict Attendance Appeal: ITA-18-8 was denied by a vote of six in favor (Alvaro, Camacho, Cannon, Hsiao, Lempert, and Ross), none opposed and one absent (Gerard), due to a lack of sufficiently compelling evidence.

12. BOARD MEMBERS

- A. Discuss/Act on Legislation

There was no legislation to discuss.

OFFICE OF THE SUPERINTENDENT (continued)

- D. Superintendent's Comments (continued)

Superintendent Campbell reported on her efforts to find a placement in either the Belmont-Redwood Shores or San Mateo-Foster City School Districts for an Interdistrict Attendance Appeal that was heard during a Board Meeting in June 2018. She said she worked with both school districts but ultimately was told neither district has room for a fourth grade student at a school that would be on the family's path as they take their other children to Fusion Academy in San Mateo. Ms. Campbell spoke with the father, but hasn't heard back from him since. Ms. Campbell said San Mateo-Foster City's Superintendent told her they do have openings at schools on the bay side of the freeway.

Superintendent Campbell reported the County Committee On School District (CCSDO) held its most recent meeting on Monday, July 9, 2018. She said she and Superintendent-Elect Nancy Magee were staff support for the CCSDO and Deputy County Counsel Timothy Fox also attended.

BOARD MEMBERS (continued)

Superintendent Campbell reported Maria Hilton, formerly a member of the Menlo Park City School District Board, is the newest member of the CCSDO Committee. Ms. Campbell said all committee members attended the meeting except for one, and were able to meet Ms. Hilton. She said the CCSDO is waiting to see if a Transfer of Territory request from the Belle Haven Community, to transfer territory from Ravenswood City School District to Menlo Park City School District, will be submitted for consideration.

Superintendent Campbell reported she and Ms. Magee shared that La Honda Road Lead Petitioner John Ellis requested the San Mateo County Board of Education support a waiver of the election area when the La Honda Road Appeal goes before the State Board of Education (SBE) in September. She reported the CCSDO Committee appreciated the decision the County Board made and is aware the appeal is moving forward. Ms. Campbell said CCSDO Chairperson Hilary Paulson would most likely attend the SBE meeting for the La Honda Road Petition Agenda Item and added that the County Office would also send a staff member.

Superintendent Campbell reported on Friday, July 13, 2018, she attended The Big Lift Closing Ceremony at Sunshine Gardens Elementary School in the South San Francisco Unified School District, with a group of enthusiastic students. She enjoyed the wonderful event and said it was well-attended with parents and siblings. Ms. Campbell said this ceremony reinforced how important the summer program is for children and their families.

Superintendent Campbell reminded the Board that Jean-Marie Houston's retirement reception would take place on Thursday, July 19, 2018, from 3:00-5:00 p.m. in the California Suite.

Ms. Campbell noted Pacifica Superintendent Dr. Wendy Tukloff has officially retired and Dr. Heather Olsen has started as the Superintendent of Pacifica. Mary Jude Doerpinghaus, Interim Superintendent in the San Carlos School District has moved to the East Bay and Dr. Michelle Harmeier has begun serving as the San Carlos School District Superintendent effective July 1, 2018. Ms. Campbell said Dr. Harmeier had to fill every principal position in the San Carlos School District and some district office staff as well.

Superintendent Campbell said SMCOE has provided a coach to each new district superintendent over the past couple of years and said Dr. Olsen and Dr. Harmeier have both requested and are now working with their coaches.

Superintendent Campbell discussed the Superintendent transition with the Board and suggested that the Board, Superintendent-Elect Nancy Magee, and she schedule a retreat to discuss the transition.

After discussion by the Board there was agreement to try to meet on Friday, September 14, 2018, at the California County Board of Education's (CCBE) Conference in Monterey, if ok'd by Counsel.

BOARD MEMBERS (continued)

B. Board Member Comments

Mr. Lempert

No items to report.

Mr. Hsiao

No items to report.

Mr. Camacho

Mr. Camacho commented there are three seats on the San Mateo County Board of Education up for election in 2018.

Mr. Cannon

No items to report.

Mr. Ross

No items to report.

Ms. Alvaro

Ms. Alvaro thanked Ms. Serpa-Garcia for ordering magnetic name tags for each Board Member that could be worn when they attend events on behalf of the Board.

Ms. Alvaro reported she recently attended two high school graduations:

- Pescadero High School – the number of community scholarship awards made available to the students was amazing
- Pilarcitos Alternative High School – this year had a large graduation class – she acknowledged and thanked Principal Rajan Bechar for the incredible job he is doing. Ms. Alvaro reported a local businessman gave a laptop to each graduate, and said he does this each year

At 10:01 the Board took a short recess.

13. CLOSED SESSION: CONFERENCE WITH REAL PROPERTY NEGOTIATORS (GOVT. CODE § 54958.8):

A. Persons Wishing to Address the Board on Closed Session Agenda Items

There were no persons wishing to address the Board

**CLOSED SESSION: CONFERENCE WITH REAL PROPERTY NEGOTIATORS
(GOVT. CODE § 54958.8): (continued)**

B. Convene to Closed Session

The Board convened to closed session at 10:05 p.m.

C. Property: 1800 Rollins Road, Burlingame, CA – Agency Negotiators: Anne Campbell and Denise Porterfield

D. Property: 11000 Pescadero Road, La Honda, CA – Agency Negotiators: Anne Campbell and Denise Porterfield

E. Reconvene to Open Session and Report on any Action Taken in Closed Session

The Board reconvened in open session at 11:30 p.m. No action was taken on either item in closed session.

14. **ADJOURNMENT**

Board Member Lempert announced that earlier in the day Doree O’Connell, wife of former Superintendent of Public Instruction, Jack O’Connell, lost her courageous fight with cancer.

There being no further business to come before the Board, the meeting was adjourned at 11:35 p.m. in Memory of Doree O’Connell.



Anne E. Campbell, Secretary

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